



ANNUAL REPORT

VISION:

Building and sustaining South Dakota's healthcare workforce through public/private partnerships.

MISSION:

To ensure a competent and qualified healthcare workforce that meets the needs of all South Dakota residents.

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One of the most pressing issues faced by the healthcare industry today is the impending shortage of healthcare workers. Between the years 2006 and 2016, over 11,000 additional healthcare workers will be needed in South Dakota. Between school years 2002 and 2018, South Dakota will experience a 16.5% decrease in the number of high school graduates. In addition, by the year 2025, the number of South Dakotans age 65 and over will double. The South Dakota Healthcare Workforce Initiative has been implemented to address healthcare workforce issues in South Dakota and to work toward ensuring a competent and qualified healthcare workforce that meets the needs of ALL South Dakota Citizens.

Focus Area 1

Recruitment & Retention:

Attract healthcare workers to facilities in South Dakota and employ them long-term.

Focus Area 2

Capacity:

Address issues faced by post-secondary institutions in providing slots in healthcare educational programming.

Focus Area 3

Clinicals & Internships:

Develop opportunities for clinical and internship sites in South Dakota.

Focus Area 4

Student Perception & Awareness:

Increase awareness among students on healthcare career opportunities.

Focus Area 5

Student Pipeline:

Transition students seamlessly from secondary to post-secondary to advanced degree to career.



Focus Area 1

Recruitment & Retention

GOAL:

Attract healthcare workers to facilities in South Dakota and employ them long-term

ACTION 1: Develop a healthcare workforce center within the Department of Health to serve as a clearinghouse for healthcare workforce-related issues *(DOH,1)*.

PROGRESS TO DATE: The South Dakota Healthcare Workforce Center was established within the Department of Health in October of 2007. The purpose of the Center is to coordinate a statewide response to healthcare workforce issues across the State. The Center will identify, develop, implement & monitor healthcare workforce-related projects and programs as well as serve as a clearinghouse for healthcare workforce data & information.

ACTION 2: Educate healthcare providers & employers regarding recruitment strategies *(DOH,3)*.

PROGRESS TO DATE: The Office of Rural Health/South Dakota Healthcare Workforce Center hosted five workforce seminars across the State. These seminars occurred in the spring of 2008. The purpose of the seminars was to provide participants with information and tools which address healthcare workforce issues in their communities, as well as in the State.

ACTION 3: Develop a clearinghouse for healthcare job postings & candidate information *(DOL,4)*.

PROGRESS TO DATE: Dakota Roots continues to recruit health professionals back to South Dakota. The healthcare industry was the highlighted industry a few months back and will be again in the near future. The Department of Labor also presented to the participants at the Healthcare Workforce Seminars, encouraging them to utilize this effective labor exchange system.

ACTION 4: Conduct a needs assessment to determine healthcare workforce shortages *(DOH,6)*.

PROGRESS TO DATE: The Department of Health has completed a comprehensive needs assessment of South Dakota's healthcare industry. Information such as projected worker need, age of current healthcare workforce, post-secondary graduation data and industry needs have been collected and analyzed. The final outcome was published in a report released in July of 2008.

ACTION 5: Provide incentives for students to pursue health careers & practice in rural South Dakota *(DOH,17)*.

PROGRESS TO DATE: This action step has been reframed to read "Provide technical assistance to healthcare facilities to develop programs & incentives which encourage students to pursue health careers & ultimately practice in South Dakota". The Department of Health is pursuing a 'recruitable communities' project which will assist communities in marketing themselves to prospective healthcare professionals.

ACTION 6: Provide incentives to students & workers to practice in rural areas *(DOE,18)*.

PROGRESS TO DATE: This action step has been reframed to read "Provide K-12 career awareness programs in local schools." HOTT continues to be promoted in local schools throughout the state. In addition, a grant was recently submitted by OCTE to encourage rigor and relevance in health science programming in secondary schools.



Focus Area 2

Capacity

GOAL:

Address issues faced by post-secondary institutions in providing slots in healthcare educational programming.

ACTION 1: Develop additional distance learning opportunities to encourage students & workers to practice in rural areas (BOR,5).

PROGRESS TO DATE: The Board of Regents Electronic University Consortium (EUC) has developed a system plan for distance delivered courses and programs in order to serve prospective students and employers. Healthcare courses and programs have been identified for development for distance delivery.

ACTION 2: Conduct a needs assessment to determine post-secondary capacity for healthcare educational programming in universities (BOR,7).

PROGRESS TO DATE: The public universities have provided the numbers of students admitted to healthcare programs in FY07, the number of fully-qualified students who were denied admission due to capacity limitations, and barriers to expansion.

ACTION 3: Conduct a needs assessment to determine post-secondary capacity for healthcare educational programming in technical institutions (DOE, 8).

PROGRESS TO DATE: The technical institutes reported graduation and capacity information to the Department of Education. This information was used in the Department of Health's needs assessment project.

ACTION 4: Identify creative solutions that address faculty shortages (BOR, 9).

PROGRESS TO DATE: The public universities have provided the required qualifications for faculty members, information about FY07 searches for faculty positions, and program efforts to address the need for faculty.



Focus Area 3

Clinicals & Internships

GOAL:

Develop additional opportunities for clinical and internship sites in South Dakota.

ACTION 1: Develop a central clearinghouse of clinical training opportunities for post-secondary students (BOR,10).

PROGRESS TO DATE: This project has been reframed to read “Assist healthcare facilities interested in providing post-secondary healthcare students with internship & clinical training opportunities that meet degree & accreditation requirements.” Internship and clinical requirements are very specific based on educational program. Because of these requirements, a general clearinghouse type response would not be feasible. Discussions between DOE, DOH, DOL and BOR indicated that the most effective way to assist healthcare facilities in providing a rural experience for students is to connect these facilities with the appropriate university and technical institute personnel. The best method to accomplish this task is under discussion. A webpage that identifies university/technical institute staff as well as information such as steps a healthcare facility could take to promote their location as a training site (i.e., providing housing, meal allowances, etc.), community enhancement ideas, etc. will be considered.

ACTION 2: Develop a central clearinghouse of clinical training opportunities for secondary and technical institute students (DOE,11).

PROGRESS TO DATE: This project has been reframed to read “Assist healthcare facilities interested in providing educational programs & shadowing opportunities for K-12 students.” The Department of Education will be working closely with the Department of Health’s identified workforce partners that exist within healthcare facilities across the state. These partners will serve as a vector in providing health career programming in local schools and communities.



Focus Area 4

Student Perception & Awareness

GOAL:

Increase awareness
among students on
healthcare career
opportunities.

ACTION 1: Develop and implement a public awareness campaign (DOH,2).

PROGRESS TO DATE: The Healthcare Workforce Center has received \$60,000 through the Preventative Health Block Grant program to carry out this project. A marketing firm has been selected to assist in this project with an intended start date of August 1, 2008.

ACTION 2: Upgrade and promote the HOTT website (DOH,13).

PROGRESS TO DATE: Enhancements have been made to the website. The Healthcare Workforce Center is looking at including HOTT website enhancements with the public awareness campaign project, as the two are closely related. If funding cannot be found at this time, the HOTT website will continue to be updated, enhanced and maintained in house.

ACTION 3: Create a 'shadowing-in-a-box' tool kit for use within healthcare facilities (DOH,14).

PROGRESS TO DATE: The "Showcase" (Sharing Healthcare Occupations With Students) kits were completed and presented at the Workforce Seminars which were held in the spring of 2008. This information is a HIPAA-friendly web-based listing of ideas, programs and projects that a facility may implement to provide students with a healthcare career experience. This information will continually be updated and enhanced.

ACTION 4: Develop & distribute health career kits to be utilized by staff of healthcare organizations to present programs in local schools (DOH,15).

PROGRESS TO DATE: Toolkit development was completed in April of 2008. Lesson plans, scripts, activities and posters were developed and included in a 'grab and go' format for use by healthcare providers in presenting career information to students.

ACTION 5: Encourage healthcare facilities to assign an educational liaison to work with local schools (DOH,16).

PROGRESS TO DATE: The Healthcare Workforce Center has identified workforce liaisons within healthcare facilities in South Dakota. These individuals will serve as contact people for workforce-related issues; for example, HIPE Week, RFP distribution, classroom speakers, etc. Efforts have expanded to include non-CAH hospitals as well as long term care facilities. Approximately 170 workforce partners have been identified.

ACTION 6: Host summer health career seminars (DOE,19).

PROGRESS TO DATE: SCRUBS camps are currently being planned in ten locations in the fall of 2008. These camps will be standardized: each camp will follow set criteria and processes for camp development. In addition, three public state universities provided health career camps in the spring/summer of 2008.



Focus Area 5

Student Pipeline

GOAL:

Transition students seamlessly from secondary to post-secondary to advanced degree to career.

ACTION 1: Promote math and science classes to students (DOE,20).

PROGRESS TO DATE: Efforts are currently underway through the Department of Education. The South Dakota Opportunity scholarship helps encourage these courses. DOE is meeting regularly with administration and faculty to promote math and science classes. DOE has a STEM (science, technology, engineering and math) specialist to continually promote math and science courses to students.

ACTION 2: Create traditional & alternative delivery methods for obtaining healthcare training, including non-traditional options (DOE,21).

PROGRESS TO DATE: SDDIAL is currently implemented. The Electronic University Consortium is also in existence. Sanford Health holds a virtual health academy twice each school year to reach remote schools with health career information and experiences. SDDIAL is currently looking at finding an alternative method of delivery such as asynchronous classes that would accommodate students' scheduling conflicts, etc. OCTE is looking at adding more classes through DIAL. An *Intro to Pharmacy* class is currently being completed. Efforts are also underway to put *Health Science 1* into asynchronous format. The goal is to have this class up and running by fall.

ACTION 3: Create traditional and alternative programs to increase the number of Native American students choosing health careers (DOE,22).

PROGRESS TO DATE: Meetings have occurred with the Office of Indian Education (OIE), and its Indian Education Advisory Council. OIE offered to facilitate a partnership with "Gear Up" regarding the existing 6 week summer program. DOH and DOE Team Leaders will meet with the Gear Up planning group to develop this partnership. OIE will also facilitate partnerships with the three existing regional Gear UP representatives in the State. Work will begin on involving universities in this effort. Health camps which are available at some of the SD universities will be open to all students, including Native American.